



# Equality Impact Assessment (EqIA)

## Introduction

This EqIA is for:	New Operating Model for the Social Care Pathway	
Details are set out:	C05 Option for Change	
Officers undertaking the assessment:	Jane North, Transformation Programme Director	
Assessment approved by:	David Pearson, Corporate Director, Adult Social Care, Health & Public Protection	Date: 25/11/2015 Updated: 10/2/2016

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

## Part A: Impact, consultation and proposed mitigation

### 1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

The proposal will divert people who do not require formal care and support away from services by helping people to find their own solutions from within their own communities. There will be some changes to the way assessment services are delivered including increasing the number of clinics and targeting the use of home visits to people who are unable to get to a clinic.

It is not believed that the proposal will have a disproportionate/adverse or negative impact on people with protected characteristics. The aim of the proposal is to manage demand through promoting people's independence and enabling access to less intrusive care and support. However, it is recognised that some people may perceive this as a reduction in support for protected groups, such as older people and/or people with a disability.

It is possible that older people and/or people with a disability may find it more difficult to have access to clinics, but the option of home visits will be retained where it is not appropriate for someone to attend a clinic.

This approach is consistent with the aims of the Adult Social Care Strategy which has already been subject to consultation.

## 2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race <small>including origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

## 3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
<p>Reductions in long term paid support</p> <p>Visits to clinics will be offered to service users to discuss needs</p>	<p>Access to resources within the community.</p> <p>Clinics are not the only option for an assessment – other options include self-assessment or telephone based assessment. Home visits will still be offered where appropriate.</p>	<p>Individual consultation will take place with affected service users.</p>

## Part B: Feedback and further mitigation

### 4 Summary of consultation feedback and further amendments to proposal / mitigation

Following consideration of the consultation responses received by the Council, a potential impact was identified from some concerns that older people may find it more difficult to access information on the website about the help and support available. Several mitigations will be in place to address this concern including: access to computers at local libraries where the public can be supported to find information. Additionally the public can phone the Council's Customer Service Centre where information on the website can be searched for, on their behalf.

Feedback from a signposting survey on access to information at the first point of contact found that out of 16 responses, 75% reported that the information and advice had helped, but half of this number still needed some help managing to live independently.